



Julia Evans wizard zines \* 2018

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like this?

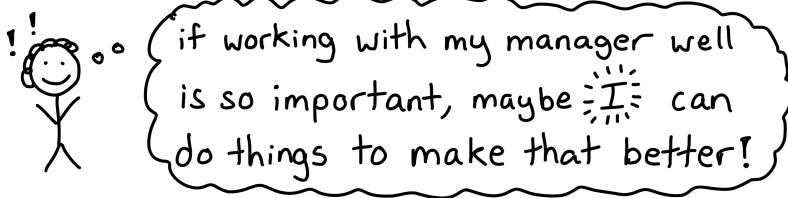
\*

# Why this zine?

I've been working as a programmer for 6 years and I've had 8 managers. When I started out, I didn't really understand my manager's job or how to work with them.



Since then, I've had some GREAT working relationships with managers and a few less good ones. Having a good relationship with my manager is the most important factor in my happiness at work.



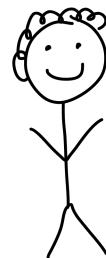
What this zine is about:

- strategies that would have helped my past self work better with her managers
- a little bit of explaining what a manager's job is

What this zine ISN'T about:

- how to deal with a bad manager ↵ very hard !!
- universal advice for everyone. I am just one person who's mostly worked at one company !!

# further reading



thank you so much for reading!  
Here are a couple people  
I've learned from:

The Manager's Path by Camille Fournier ↵ also has a great blog!

A great book about engineering management.  
Super useful for learning what a manager's job is, even if you never want to be a manager :)

Lara Hogan's blog (<https://larahogan.me/blog>)

Mostly aimed at managers, but has some amazing posts for non-managers (for instance "what do I do if I'm being underpaid?")

## \* acknowledgements \*

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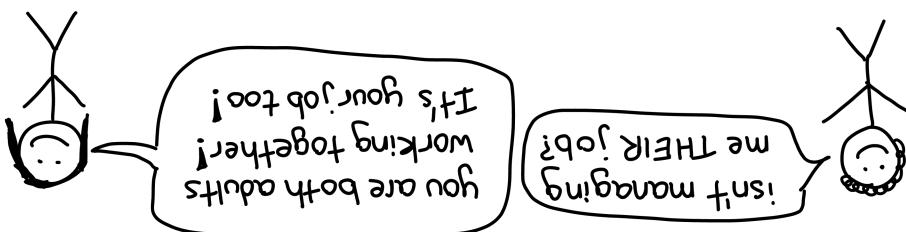
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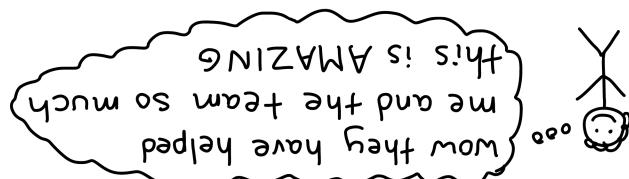
5-4 what's your manager's job?



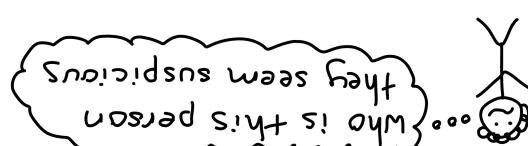
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- tell them when they do something great
- pay close attention to what they do well
- often they have great answers!
- ask them about any concerns directly - past work to them
- write a document explaining my
- Some things I've found helpful:

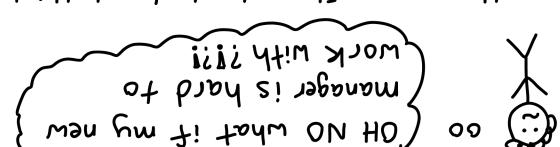
so I try to assume that's where we'll end up.



and ended up, a year later, at



But! More than once I've started out thinking



Not all of my managers have been great! Being assigned a new manager is a little scary.

## new manager getting a

# what's your manager's job?

Understanding a little about your manager's job helps you work well with them! Some things your manager is responsible for:



# build the support system you need

The flip side of "figure out what things they're great at" is that there are always going to be things your manager can't help you with. When that happens, there are a few choices:

- ① Get mad that they can't help
- ② Resign yourself to not getting help with those things
- ③ Find help elsewhere!!!

her blog is GREAT

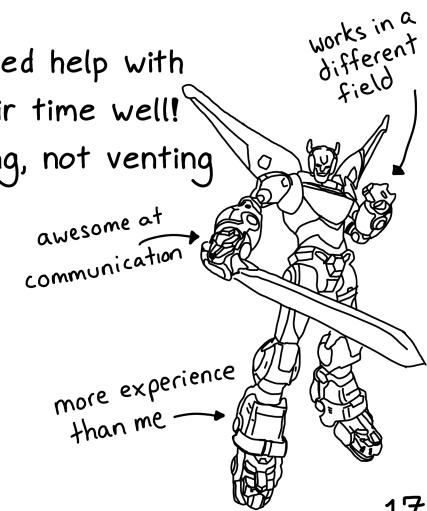
Lara Hogan has an ♥amazing♥ blog post called "When your manager isn't supporting you, build a Voltron" \* about building a crew of people with lots of different skills who you can ask for help!

Some tips she has:

- figure out what you need help with before asking. Use their time well!
- focus on problem solving, not venting

\* A Voltron is a robot built out of several other robots

[bit.ly/managervoltronbingo](http://bit.ly/managervoltronbingo) has a useful bingo card!



manager schedules regularly (11)

To start, let's talk about 1:1s (which hopefully your

get feedback

get promoted

Understand priorities

Solve problems

Get awesome opportunities

Build trust

Communicating well can help you:

Programming!!!

This is awesome because it means that if you just communicate with them well, then you can mostly focus on

Basic ally your manager's job is to make sure that your team is getting work done that will help the business.

# COMMUNICATION

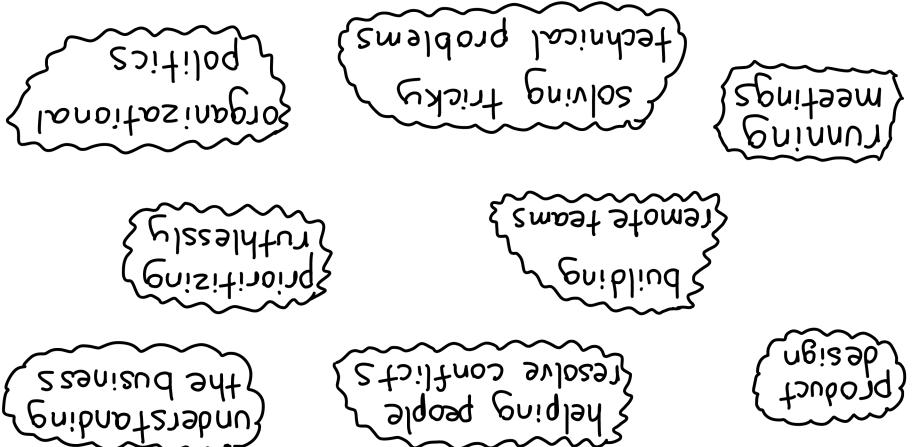
Most of the rest of this zine is about

How to work well  
With your manager

Also, strengths change over time! If they're not good at something today, maybe check back in a year & see if that's changed.

those things are

manager is awesome at and lean on them for and that's okay! I like to figure out what my Not every manager is good at every single thing,



Different managers are good at different things! I've worked with managers who are amazing at:

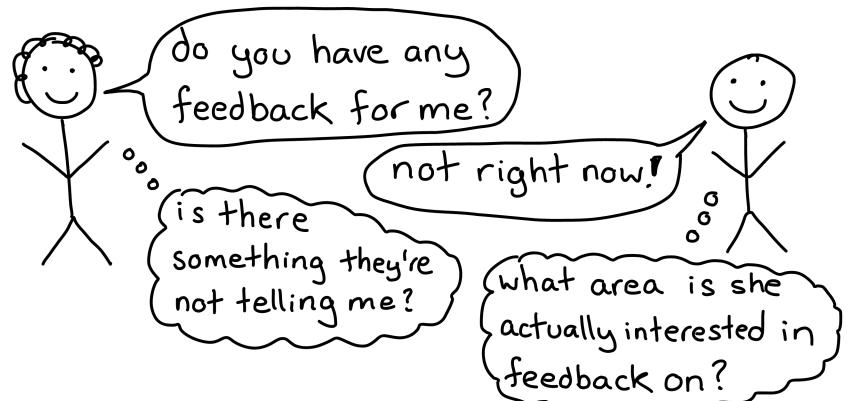
They're great at  
figuring out what

# what to talk about in 1:1s



# ask for specific feedback

I used to ask for feedback like this:



I've learned that I get ★WAY BETTER★ answers if I ask more specific questions!



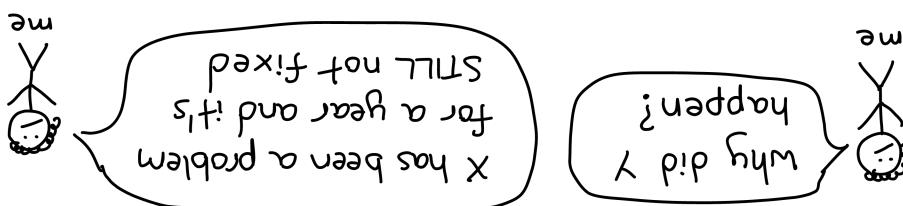
Bonus: asking specific questions forces me to actually think about which areas I might want to focus on

## keep conversations mostly constructive

I've had periods with some managers where, every time we talk, we're talking about SOME problem: a problem, it's often helpful to bring it up even if I don't have a solution.



These days, I try to bring up problems that I'm interested in fixing and bring ideas for solutions when I can. Often we just talk about our work:



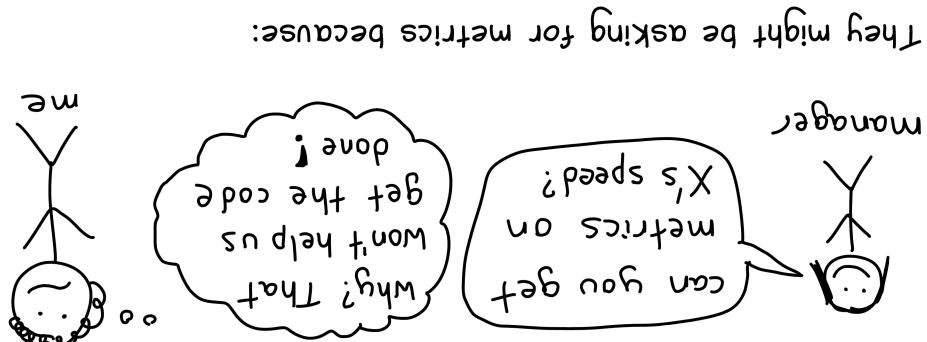
We talk, we're talking about SOME problem:

## Understand their goals and priorities



Having regular conversations about their priorities surprised less often !! for the team is SO USEFUL and means that I'm

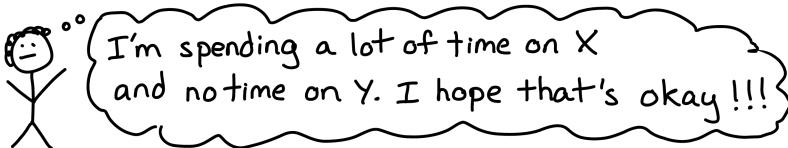
- ① they're hearing complaints about X being slow (that you might not be hearing!)
- ② without metrics, it's hard for them to have an informed conversation about those complaints (if defend you if X is actually fast!)



They might be asking for metrics because:

# set clear expectations

I used to often get stressed out about whether the way I was prioritizing my work was reasonable.



Everything got easier once I could just:

- ① come up for a plan for what to prioritize
- ② tell my manager the plan and ask if it sounds good
- ③ trust them when they say yes :)



Setting expectations is awesome because:

- I feel confident that my plans are reasonable
- my manager is aware of what I'm planning and can coordinate

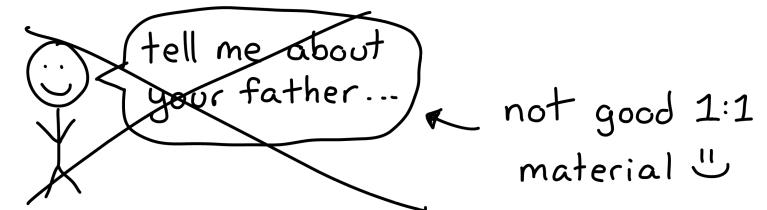
Everybody wins!!!

# On emotional labour

"Emotional labour" is the idea that dealing with feelings-related problems is work.



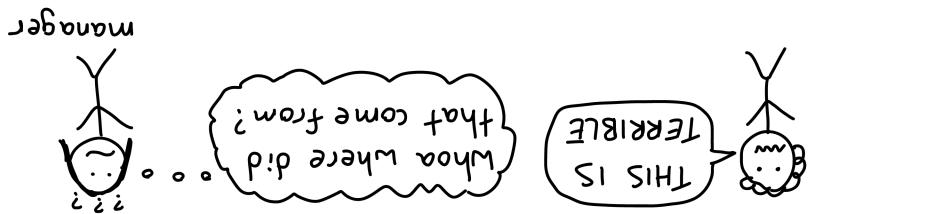
Emotional labour is part of what managers are paid to do. But!! Managers aren't therapists.



When I'm upset about something, I try to be clear about why and ideally explain what I think a reasonable resolution would be.



It's way better to bring up a problem early and figure it out before it turns into a big deal!

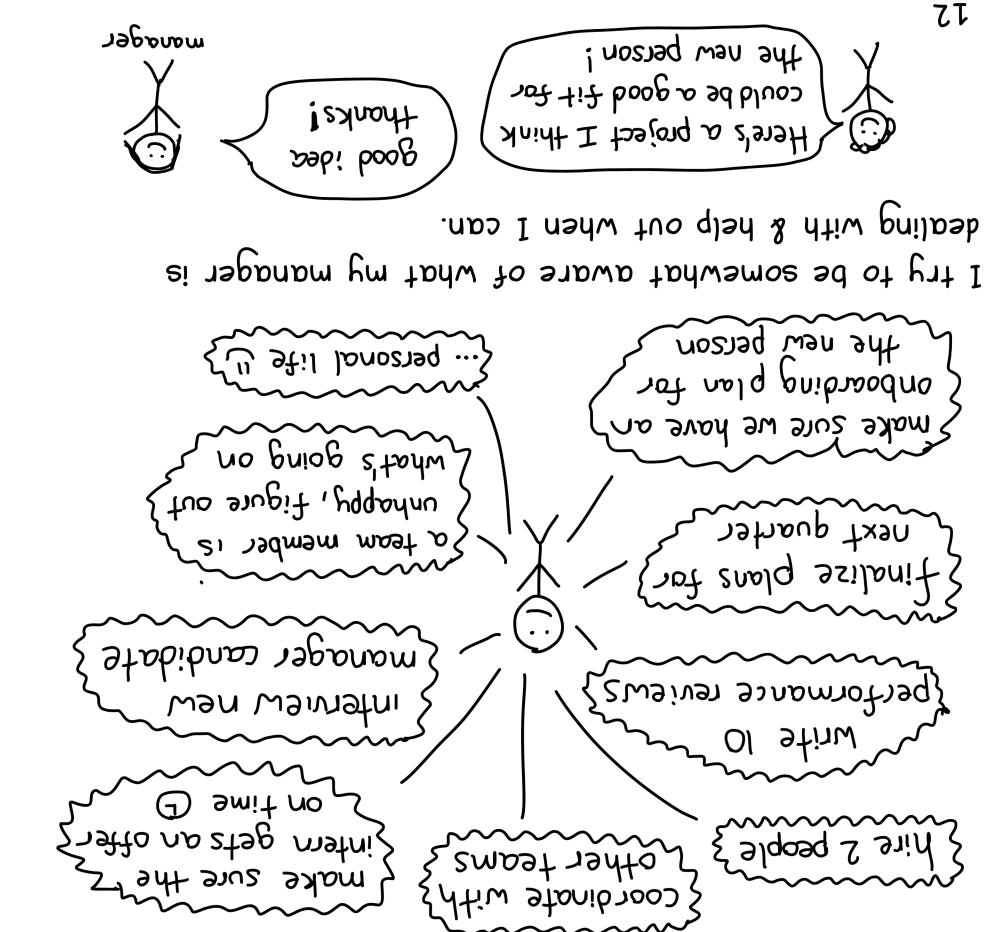
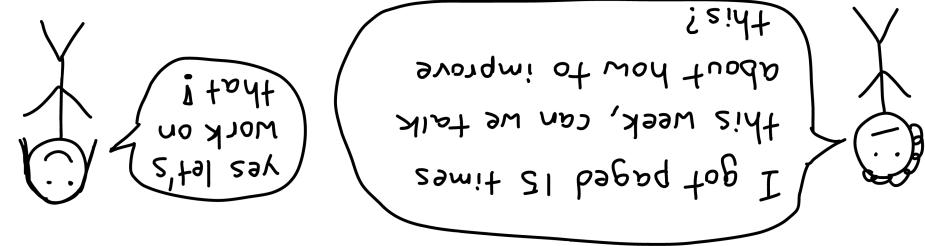


and forget to talk about it until I'M REALLY MAD



Every so often I'll start with a small problem

## Problems early talk about



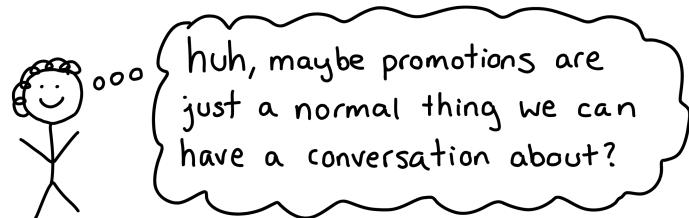
It's helpful for me to remember that at any given time they're probably dealing with a lot!

Sometimes I fall into a trap where I think my manager should be able to solve ~~EVERY~~ problem on the team and if they're not then they're not doing their job.

remember they're only human

# work with your manager to get promoted

Where I work, my manager \*wants\* people on the team to get promoted. If people are being promoted, it (hopefully) means that they're growing & getting more awesome at their jobs, which makes the team's manager look good!



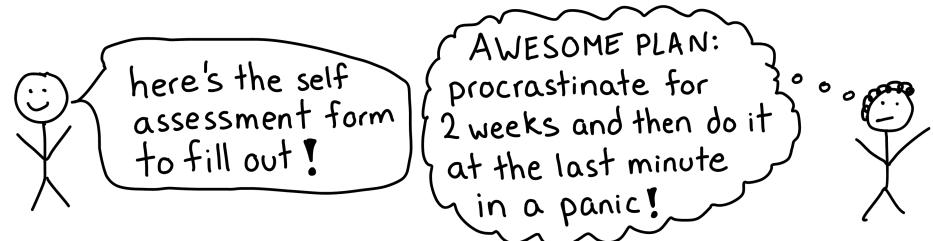
Some ways to start conversations:

- can we walk through the expectations for the next level to make sure that I understand them?
- what areas do you think I should focus on?
- if I accomplished X Y Z, do you think that would be enough to get promoted?

If this is something you care about, keep checking in periodically! The person who cares the most about your career is you ♥♥

# on surviving performance reviews

Performance reviews can be really stressful.



Here's what I've been doing for the last year or so, which has helped! About a month before performance review season comes around, I'll compile a **HUGE DOCUMENT** with:

- every project I did in the last year
  - \* the project's goals & results
  - \* cool graphs/metrics that show it was a success
  - \* what my contributions to the project were
- people I've mentored (eg an intern!)
- project plans & documentation I've written

and send it to my manager. My manager's reaction:

